

Anti-Bullying Policy

Policy Reviewed: December 2021
Next Policy Review Date: December 2022

1. **Anti-Bullying Statement:**

The school is committed to do its utmost to ensure that pupils receive an education free from bullying. It will continue to develop and implement policies that have regard to DfE guidance, including independent schools standards (England) Amendment regulations 2012. This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2021 and "Sexual violence and sexual harassment between children in schools and colleges" guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools". Teachers encourage parents to communicate swiftly concerning upset pupils.

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

Preventing and tackling bullying, Department for Education, July 2017

Policy Objectives

- This policy outlines what Moorland Waldorf School will do to prevent and tackle all forms of bullying.
- Moorland Waldorf School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2. What constitutes bullying?

- Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying'
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, threatening, intimidation, undermining, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Moorland Waldorf School recognises that bullying can be emotionally abusive and can

cause severe and adverse effects on children's emotional development.

- Bullying is recognised by Moorland Waldorf School as being a form of peer on peer abuse; children can abuse other children.
 - o Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
 - o We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
 - o All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place

Specific types of bullying are a form of discrimination can be related to race, religion, culture, gender, sexual orientation, home circumstances, special needs, appearance, personality (shy, low self esteem) and health conditions. Bullying can happen to anyone.

This policy covers all types and forms of bullying including but not limited to:

- o Bullying related to physical appearance
- o Bullying of young carers, children in care or otherwise related to home circumstances
- o Bullying related to physical/mental health conditions
- o Physical bullying
- o Emotional bullying
- o Sexualised bullying/harassment
- o Bullying via technology, known as online bullying or cyberbullying
- o Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying

It is important to be aware that some pupils may be more vulnerable than others; also to be aware that children's relationships can vary tremendously. Children can be the best of friends one day and at loggerheads the next. Parents and staff therefore need to be aware that temporary breakdowns in relationships do not necessarily constitute bullying.

Cyber Bullying

- Cyber or virtual bullying can occur in or outside of school, and at all times of day.
- According to the Education Act 2011 a member of staff, who has been formally authorised by the headteacher, may seize a mobile phone, examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.
- If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted or looked at, prior to giving the device to the police.¹ If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.
- The school prohibits children from bringing mobile phones to school.

¹ Section 62 of the Coroners and Justice Act 2009 defines prohibited images of children. Section 63 of the Criminal Justice and Immigrations Act 2008 defines extreme pornographic images.

Moorland Waldorf School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential. Bullying is not tolerated.

- Our School Community:

1. Understands the importance of challenging inappropriate behaviours between peers.
2. Monitors and reviews our anti-bullying policy and practice on a regular basis.
3. Help children to gain the personal qualities and self esteem needed to minimise the risk of bullying.
4. Supports staff to promote positive relationships to help prevent bullying.
5. Recognises that some members of our community may be more vulnerable to bullying

and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

6. Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
7. Provide a school environment in which children feel safe and able to express themselves without fear or intimidation

Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.

8. Requires all members of the community to work with the school to uphold the antibullying policy.

9. Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.

10. Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.

11. Implement disciplinary sanctions to reflect the seriousness of the incident/s.

3. Procedures for Staff:

- Staff should be watchful and observe relationships and be aware of peer on peer abuse. Where appropriate, mention should be made in the weekly meetings. If appropriate, an incident slip should be completed and given to the class teacher or a note should be made in the incident book.
- There should be appropriate supervision of pupils during unstructured time.
- Staff should challenge inappropriate behaviour or language and not dismiss it as banter (DFE 2018a)
- Staff should be punctual for lessons and break duties.
- Children should be made aware of bullying and periodically reminded, that they should report incidents and they may do so to any teacher.
 - The teacher must alert the class teacher.
 - Where appropriate the class teacher will inform the teachers' meeting or the College of Teachers and make an entry in a pupil's file.
 - In serious and persistent cases, the Designated Person for Child Protection will be informed
 - Children are taught not to retaliate online or reply to any bullying messages
 - Children understand how they can take steps to prevent online bullying from happening, eg blocking

4. School procedure for dealing with incidents of bullying;

What action should be taken if a pupil has been bullied?

- **Stop the incident!**

Swift response is essential.

- a) Confirm that the child is not physically injured. If the child is physically injured, deal with the injury immediately.
- b) Show concern and support for the victim (in the presence of the bully if appropriate).
- c) Try to reassure the victim.
- d) Wait for the victim to become calm before trying to find out what happened, and then take time to listen carefully and establish the facts and factors involved. Bystanders may provide important background information.
- e) Tell both parties that the matter will be dealt with and that other teachers and the parents of those involved will be informed.
- f) Talk over the incident, the problems behind it, and possible solutions with the victim and the bully.
- g) Ensure appropriate written reports are made on incident slips to the class teacher or in the incident book.
- h) Continue to monitor situation even if it has been resolved.

What action should be taken if a pupil bullies?

- a) Make it absolutely clear that the behaviour is totally unacceptable to everyone – staff and children.
- b) Remind the pupils that they too must share the responsibility for caring for others; allowing something to happen is actually participation, albeit passive.
- c) Involve all parties – bully, victim and neutrals.
- d) Child must be asked who they have shared content with if cyberbullying. Then a) ask a responsible person to remove the content or b) contact host eg social networking site to take the content down. C) if content illegal then contact the police (It is illegal look at inappropriate images of a sexual nature)
- e) If appropriate, state the sanctions that will be imposed if the bullying continues.

- f) Ensure everyone has an understanding of the situation and will take action immediately should there be a reoccurrence of the behaviour. Ensure appropriate written reports are made on incident slips to the class teacher or in the incident book.

5. Safeguarding

- When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action
- Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.
- If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

6. Bullying which occurs outside school premises (to and from school, in other public places, online)

- School staff members have the power to discipline pupils for misbehaving outside the school premises, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. (section 89 of Education and Inspections Act 2006)
- Where bullying outside school is reported to school staff, it should be investigated and acted on. The College of Teachers should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.
- While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

7. Guidelines for informing parents

All parents should be consulted if there are any concerns about their children. They may be able to help solve problems or provide information that could prevent serious incidents occurring.

The parents of the victim and the bully should be informed if:

- a) a physical injury has occurred.

- b) the incident involved a number of children bullying the same child.
- c) an older child is bullying a much younger one or vice versa.
- d) the victim is very distressed and frightened.
- e) the bullying is repeated.

The College of Teachers should be told that parents have been informed.

8. Sanctions

Physical assault

- Pupils who have been involved in a physical assault on others may be excluded from school for a 'cooling off' period.
- Parents of both parties should be informed.
- There should be an interview with pupil accused of bullying / assault and parents before re-instatement.
- There should be an interview with both parties and appropriate apologies made.
- Serious or repeated incidents could result in the pupil being referred to the College of Teachers and to possible permanent exclusion.

All other cases of bullying will be dealt with in accordance with the school behaviour policy.

Endorsement:

Name: Linda Parker

Position: Chair of ECTE

Date: 20/01/2022